

EOHHS Healthcare Workforce Transformation Summit

June 16, 2017

Presenter Bios

Keynote Speaker and Plenary Session Panelists



Erin Fraher holds a joint appointment as an Assistant Professor in the Department of Family Medicine and Research Assistant Professor in the Department of Surgery. She is the Director of the Carolina Health Workforce Research Center, one of five national health workforce research centers funded by the Health Resources and Services Administration to provide impartial, policy-relevant research that answers the question: what health care workforce is needed to ensure access to high quality, efficient health care for the U.S. population.

Dr. Fraher is well known for her ability to communicate complex research findings in ways that are easily understood and policy-relevant. She has published extensively in peer reviewed journals, but her ability to publish policy briefs, fact sheets, data summaries, maps, and other documents that convey information in ways that reach diverse audiences has allowed her work to have broad impact. She is often called upon by state and national legislators, policy makers, government officials, health professional organizations and other workforce stakeholders to provide expertise on a variety of issues related to the education, regulation and payment of health professionals.

Dr. Fraher is an expert on comparative health workforce systems, having worked for the National Health Service in England, the College of Nurses of Ontario and served for many years as a member of the International Health Workforce Collaborative.

Stephen Campbell is a Policy Research Associate at PHI. In this capacity, he contributes research, analysis, and writing on issues affecting the direct care workforce with the goal of impacting state and national policy. Stephen tracks direct care workforce wages, employment, and job quality indicators at the local, state, and national levels. He also researches workforce training standards, matching service registries, and other policy trends in all 50 states. Stephen serves as a workforce policy expert at the Community Living Policy Center at the University of California, San Francisco.



Stephen provided research and analysis for two reports on the impact of poor job quality in the direct care field: *Paying the Price: How Poverty Wages Undermine Home Care in America* and *Raise the Floor: Quality Nursing Home Care Depends on Quality Jobs*. He also recently completed qualitative case studies on how stakeholders reached consensus to create statewide personal care aide training standards in Washington, Arizona, and Iowa.



Pam Farnham is a Community Health Team/Medication Assisted Treatment Team and Project Nurse Manager for the University of Vermont Medical Center. Pam works with a team of 40 staff to support 32 clinics: Family medicine, Internal Medicine and Pediatrics across Chittenden County as part of the Blueprint for Health. Pam has been at the UVM- Medical Center for 35 years in various roles: nurse manager on a medical unit, Outreach Program, staff nurse in critical care and post anesthesia recovery. Pam was a founder of the Community Health

Improvement Department in 1985. Pam has a long history of community involvement: American Diabetes Association board member, Chair of the Coalition for Tobacco Free Vermont, Chair of the Coalition of Free Clinics for the Uninsured (VCCU), and is a Master trainer for the Stanford Self-Management Programs. Leads workshops as well as trains leaders in the 4 programs: Chronic Disease Self-Management, Living Well with Diabetes, Living Well with Chronic Pain, and Thriving and Surviving with Cancer. Pam is a graduate of the University of Vermont Schools of Nursing and Education.

Other presenters

Eric J. Beane is the newly appointed Secretary of the RI Executive Office of Health and Human Services. Prior to that, he was the Chief Operating Officer for Governor Gina Raimondo & Acting Director of the RI Department of Human Services. He previously served as Raimondo's Deputy Chief of Staff, where he helped develop her policy agenda which included public health, safety, and energy & environment. He was instrumental in the creation of the RI Infrastructure Bank, Cybersecurity Commission, and the Overdose Prevention & Intervention Task Force. Before joining Raimondo's Administration, Beane served as Deputy Chief of Staff and Deputy Legal Counsel for Maryland Governor Martin O'Malley. Earlier in his career, he worked as a Trial Attorney for the U.S. Department of Justice – specializing in constitutional, national security, and administrative/regulatory law. Secretary Beane did his undergraduate work at the University of Chicago, before earning his Juris Doctor from the University of Arizona James E. Rogers College of Law.

Garry Bliss is the Program Director - Medicaid Accountable Care, Integra Community Care Network, the largest Medicaid Accountable Entity in Rhode Island. Prior to this, he was the Director of Government & External Relations for The Providence Center. Prior to that he worked for the City of Providence since 2004. He originally served as Chief of Policy & Legislative Affairs in the administration of Providence Mayor David N. Cicilline and later as Director of Community Development under Mayor Angel Taveras. Before working for the City, Bliss served as Policy Director in the office of the RI General Treasurer Paul J. Tavares, as Senior Communications Specialist for Textron, Inc. and as Senior Legislative Assistant to Congressman Patrick J. Kennedy.

Rick Brooks is the Director of Healthcare Workforce Transformation for the RI Executive Office of Health & Human Services, where he is leading efforts to develop plans, programs, and partnerships to prepare the current and future healthcare workforce to meet the needs of RI's rapidly evolving healthcare system. Before coming to EOHHS, Rick served as the Executive Director of the Governor's Workforce Board, where he was responsible for developing workforce development policies and programs to increase the education and skill levels of RI workers and address the workforce needs of RI employers. Rick previously served as the Director of United Nurses & Allied Professionals, where he co-founded the Stepping Up program – a health care career ladder program for entry-level employees and unemployed workers. Rick also served for five years as the first community co-chair of the Health Insurance Advisory Council for the Office of the Health Insurance Commissioner.

Dr. Nelly Burdette received her Doctorate degree in health psychology from Spalding University and completed her internship at Cherokee Health Systems, focusing on behavioral health services within a primary care safety net population. Her post-doctorate was completed at University of Massachusetts Medical School in Primary Care Psychology. She has created integrated care programs at federally-qualified health centers, community mental health centers, and the Veteran's Administration. From positions in senior leadership to providing clinical services embedded within medical practices, she has provided integrated behavioral health training and supervision to medical teams. In her current roles, Dr. Burdette is the Director of Integrated Behavioral Health at Providence Community Health Centers and serves in both a leadership and clinical role. She is also an integrated behavioral health practice facilitator for Care Transformation Collaborative Rhode Island, a non-profit collaborative aimed at improving the way in which primary care is delivered in the State.

Lisa Conlan Lewis is the Executive Director of Parent Support Network of Rhode Island and has served as a state and national consultant for peer service delivery for 26 years. Ms. Lewis leads the state Certified Peer Recovery Specialist Workforce Development Program. Lisa brings lived experience as a parent of children and adults with behavioral health needs, along with own her long-term recovery. Lisa prioritizes consumer driven and cultural and linguistic competence in her practice. Lisa has worked with many diverse communities including inner cities, rural frontiers, Tribes, and territories and she offers creative strategies and solutions to reduce cultural and linguistic disparities. Lisa has worked extensively with the system of care communities, family and consumer run organizations funded by CMHS, SAMHSA providing

training and technical assistance in the areas of policy, strategic planning, partnership, fiscal management, contracts, program development and implementation. Contact Lisa at 401-269-9736/ l.conlan@psnri.org

Sandra M. Curtis, RN, BSN has worked as a Clinical Nurse Consultant to RI Medicaid since February, 2016. Prior to this role, her work has focused on assisting with the development of Care Management/Care Coordination programs for Population Health and managing the teams supporting them. Ms. Curtis started at EOHHS in 2007 as a Nurse Care Manager within the Primary Care Case Management Model supporting multiple primary care practice sites, where she provided comprehensive screening, assessment and care coordination services to Medicaid's most vulnerable population. Most recently, she has worked on Re-Inventing Medicaid's initiative to advance the Community Health Team Model Statewide. Ms. Curtis has extensive healthcare experience promoting positive change in health management. Her career includes working with Harvard Community Health Plan, Blue Cross Blue Shield of Mass, Healthways, WellPoint, a subsidiary of Anthem BCBS and Qualidigm. Ms. Curtis earned her BS in Nursing from RI College.

Laurie C. Ellison has over 20 years' experience in the health care industry and brings considerable expertise to her work in the capacity of Stock Holder, Administrator, and Case Manager at Cowesett Home Care, Inc., a CHAP Accredited organization. In addition, she has vast experience working Per Diem for Vital Care and Option Care as both a Staff Nurse and an IV Nurse; past experience as Executive Director, Clinical Director-CNA Training Program; and Staff Nurse at the University of Massachusetts Medical Center in the Cardio-Thoracic Trauma/ICU. Laurie C. Ellison is a Licensed Registered Nurse in both Rhode Island and Massachusetts. Also notable is her involvement as President, former Secretary, and Director of Rhode Island Partnership for Home Care.

Liz Fortin is a healthcare professional with over 30 years work experience in behavioral health and primary care agencies; inpatient and community settings. She graduated from Boston University with her Master of Social Work degree and from RI College with a BA in Psychology. Liz has many years of healthcare program development experience which she has applied to the development, implementation and ongoing integration of the South County community health team within primary care practices and across the health care continuum for South County Health. Liz also provides operational and performance oversight for a sister community health team implemented by Blackstone Valley Community Health Center. Both pilot programs began in 2014 and have received funding through a multi-payer health insurance initiative managed by the Care Transformation Collaborative of RI.

Deborah Garneau is the Co-Director of the Health Equity Institute and Title V Maternal and Child Health/Special Needs Director at the RI Department of Health. In this position, she is responsible for the supervision, management, and leadership of the Institute's three special needs program areas: Pediatric Specialty Services, Disability and Health, and Family Support and Empowerment / Community Health Worker. In addition, Ms. Garneau is responsible for collaborating with state agencies and community providers in establishing policy to ensure an integrated service delivery system for the provision of direct services for children and youth with special health care needs (CYSHCN) and their families. As the Health Equity Institute Co-Director, Ms Garneau provides policy leadership to the social and environmental determinants of health affecting vulnerable populations and ensuring health disparities are identified and systematically addressed throughout RIDOH programs.

Kathleen Gazzola, CDA, RDH, BS, MA, has been a dental hygienist for over 40 years. She is employed at the Community College of RI where she has attained the rank of professor. She is Chair of the Dental Health Department and the Program Director of the dental hygiene program. She has served on the RI Board of Dental Examiners, where she was secretary of the Board. She has been a CDCA examiner for over twenty years and is on the Steering and Examination Committees. Kathy now serves as the educational liaison for the ADEX Dental Hygiene Committee and is on the Occupational Task Force and Calibration Committees at ADEX. She is also a CODA site visitor for dental hygiene programs. Kathy was active in the RI Dental Hygienists' Association where she served as President, Trustee and Treasurer and delegate and alternate delegate for ADHA.

Paul George, MD is the Assistant Dean for Medical Education and Associate Professor of Family Medicine at the Warren Alpert Medical School of Brown University (AMS). He received his undergraduate degree, medical degree and residency training at AMS and his Master of Health Professions Education at the University of Illinois-Chicago. His research interests include both medical and interprofessional education and he has nearly 70 peer reviewed publications in these areas.

Nicole Hebert serves as Director of Operations for Rhode Island Parent Information Network (RIPIN). She has been with RIPIN since 2015 and has spent more than twenty years supporting vulnerable children and families throughout Rhode Island. Nicole earned an MSW from Rhode Island College and is a Licensed Clinical Social Worker. She is an adjunct professor for the Counseling program at Johnson and Wales University and the Social Work program at Rhode Island College. She provides trainings on various topics including Community Health Worker training for Parent College in Central Falls, RI.

Marie Jones-Bridges, CDA, RDH, BS professional background began as an on the job trained dental assistant, educated as a clinical registered dental hygienist, and has been an adjunct faculty member at a dental assisting program. Marie has held various professional positions within the American Dental Hygienists' Association, and locally as Executive Director of the Rhode Island Dental Hygienists' Association. Her interest in advocating for basic oral health care led her to become involved in the legislative arena. She was the principle designer of the Public Health Dental Hygienist Bill/Statute Chapter 5-31.1-39 and Chapter 16-21-9, in addition to drafting the proposed rules and regulations governing the duties and responsibilities of the Public Health Dental Hygienist. In 2015, Marie was presented with the RI KidsCount "Covering Kids Award". Marie currently serves as the Co-Chair of the RI Oral Health Commission and is the RI UnitedHealthcare Based Community Coordinator.

Elizabeth Lynch, LICSW is the Director of Behavioral Health and Social Services at Thundermist Health Center, where she has worked for the past seven years. Elizabeth is leading the expansion of integrated behavioral health services at Thundermist.

Linda Mahoney is the Administrator for the Behavioral Healthcare Program Service Unit at the R.I. Department of Behavioral Healthcare, Developmental Disabilities and Hospitals. Several years ago, she was appointed as the State Opioid Treatment Authority and currently oversees the Recovery & Treatment workgroups embedded in Governor Raimondo's Opioid Prevention & Intervention Task Force. She is a Licensed Chemical Dependency Clinical Supervisor and has been a clinician in the Behavioral Health field since 1986. Prior to her work at the state level, Mrs. Mahoney was the Clinical Director of a 32 bed Substance Abuse Detox program, a 16 bed all male adolescent residential program and the Clinical Director for multiple out-patient treatment facilities. She has a long history of working in both mental health and substance use, with both adults and adolescents.

Sue Pearlmutter has been Dean of the School of Social Work at Rhode Island College since 2008. She is trained in macro practice in social work and has served in leadership roles in community-based organizations. Prior to coming to Rhode Island, Dr. Pearlmutter was a member of the faculty at the Mandel School at Case Western Reserve University in Cleveland, Ohio, where she pursued research and scholarship involving low-income women and their families. She became interested in health care while conducting research on the possible effects of a hospital closing in a neighborhood of low- to moderate-income families.

Michael Poshkus, MD is the Medical Director at Thundermist, West Warwick. He is a primary care provider who also specializes in infectious diseases. His interests include caring for underserved patients.

Marianne Raimondo, Ph.D., MS, MSW, LICSW, is an Assistant Professor and Director of the Health Care Administration program at RI College. She also serves as Executive Director of the RIC Institute for Education in Healthcare. She is a Fellow of RIC's Center for Addiction and Behavioral Health Studies

where she is involved in applied research to support care delivery and the improvement of behavioral health care systems. Currently she is working with RI Medicaid to measure and improve systems of care and services for persons living with HIV/AIDS. She is also the principal investigator on a RealJobs healthcare workforce development grant from the RI Department of Labor & Training. Prior to her academic position at RIC, she was a management consultant for healthcare organizations; a Vice President at Applied Management Systems in Burlington, MA; and a Senior Vice President at the Hospital Association of RI. She is also a licensed clinical social worker.

Dr. Betty Rambur is the Routhier Endowed Chair for Practice and Professor of Nursing at The University of Rhode Island. She has been a national and impactful leader in health policy and health reform for 25 years and is the former inaugural Dean of the College Nursing and Health Sciences at the University of Vermont. Dr. Rambur is a recognized leader in the area of workforce redesign within alternative payment models, and the linking of measurement and cost to drive positive change. Dr. Rambur is the author of over 50 journal articles and book chapters, and a recent Springer Publishing textbook entitled *Health Care Finance, Economics, and Policy for Nurses: A Foundational Guide*. A Fellow in the American Academy of Nursing, Dr. Rambur has recently been appointed to serve on the National Quality Forum Cost and Resource Use Committee and the South County Health Board of Trustees.

Jason Rhodes serves as the Chief of the Center for Emergency Medical Services at the Rhode Island Department of Health (RIDOH). He came to RIDOH in 2010, previously employed as an EMT/Firefighter for the Harrisville Fire District in the Town of Burrillville. Jason is a licensed Advanced EMT-Cardiac in Rhode Island and achieved a master's degree in public administration from Jacksonville State University after completing a bachelor's program at Providence College.

Marvin Ronning has championed health care for low-income uninsured adults at Rhode Island Free Clinic for seven years. He is the Director of the Northern Rhode Island Area Health Education Center, which was established at the Clinic in 2016. Through this AHEC, the Clinic collaborates with a diverse range of 19 academic partners to place over 200 students annually at the Clinic for site-based training. Marvin is also the Clinic's Director of Strategic Partnerships & Grants, and oversees the Clinic's AmeriCorps VISTA Program which provides gap-year training for medical and public health students. He has over 25 years of experience as a senior non-profit executive committed to health and education, with expertise in strategic planning and program development. He earned his Ed.M. from Harvard University in Administration, Planning and Social Policy. Active in community service, he's a former board member, adviser, or senior staff at several leading Rhode Island non-profits.

Marti Rosenberg has been the Project Director of Rhode Island's State Innovation Model Test Grant (SIM) since October 2015. Rhode Island's \$20 million SIM grant is aimed at health system transformation, helping us move from a system based on volume to one focused on value. Marti leads the state's Interagency Team that carries out these reforms and staffs the state SIM Steering Committee, which includes over twenty-five community leaders and state agency directors. Before leading SIM, Marti was the Program Director of The Providence Plan's Health Initiative. Through the Health Initiative, Marti founded the Health Insurance Small Employer Taskforce and led the HealthSource RI Outreach Team, which spearheaded enrollment in HealthSource RI's insurance coverage. Prior to joining The Providence Plan, Marti played a key leadership role within RI's health advocacy community, leading Ocean State Action from 1995 to 2006 and passing critical health policies at the RI legislature.

Nancy Sutton, MS, RD has been the Center Lead of the Center for Chronic Care and Disease Management within the RI Department of Health since September 2016. Ms. Sutton has worked in public health since 1990. Her work has focused on the prevention and management of chronic diseases including cancer, diabetes, hypertension, heart disease, arthritis and asthma. As Center Lead, Ms. Sutton works with programs internal and external to the department to integrate key elements of chronic disease programs into larger system-level initiatives and align programs with the State of RI Integrated

Population Health Goals and the Overarching Goals and Strategic Priorities of the RI Department of Health.

Vickie Walters is Director of Community Services and Career Integration at The Providence Center (TPC). Since joining TPC in 2011, she has designed and led several new programs serving complex, vulnerable populations including Home Base, TPC's program serving chronically homeless individuals with co-occurring disorders, and the Recovery Navigation Program, a sobering center. She holds a Master's degree in Public Administration from Roger Williams University and is a board member of the Rhode Island Coalition for the Homeless.

Amy Weinstein, Employer Liaison for Apprenticeship RI, supports employers across Rhode Island in all aspects of apprenticeship program design, including connecting to education providers, finding funding resources and launching a successful program. Apprenticeship RI is part of the American Apprenticeship Initiative of the U.S. Department of Labor working to expand Registered Apprenticeship into non-traditional industries such as Healthcare. Apprenticeship RI is developing healthcare apprenticeships for the following occupations: Community Health Nurse, Medical Coder, LPN and Licensed Alcohol & Drug Counselor, Medical Assistant and Community Health Worker. Amy holds a MS in Counseling from San Francisco State University and a BA in Psychology from the University of Rhode Island. Prior to her role at Apprenticeship RI, Amy served as Associate Director in the Career Development Center at Bryant University, Internship Program Manager, University of Rhode Island's College of Business and University Relations Recruiter, Advanced Micro Devices (AMD).